

Indiana Civil Rights Commission
AGENCY MONTHLY REPORT
OCTOBER 2013



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Executive Director

Intake

The Intake section of the report shows the number of phone, web and/or mail inquiries received from the public. It also shows the number of jurisdictional complaints drafted and mailed. The number of signed complaints received for investigation is also reported.

	Jan 2013	Feb 2013	Mar 2013	Apr 2013	May 2013	June 2013	July 2013	Aug 2013	Sept 2013	Oct 2013	Nov 2013	Dec 2013	Year to Date
Total Number of Inquiries	303	263	288	359	342	309	342	334	312	338			3190
Number of Complaints Drafted	66	77	81	113	99	89	97	91	99	114			926
% of inquiries drafted	22%	29%	28%	31%	29%	29%	28%	27%	32%	34%			35%
Employment	54	60	66	83	81	69	65	68	74	80			700/76%
Housing (Real Estate)	4	2	7	10	3	11	14	16	7	18			92/10%
Public Accommodation	7	12	4	13	10	9	15	4	15	13			102/11%
Credit	0	0	0	0	0	0	0	0	0	0			0/0%
Education	1	3	4	7	5	0	3	3	3	3			32/3%
Unknown	0	0	0	0	0	0	0	0	0	0			0/0%
Number of Complaints Formalized	63	56	65	88	83	87	96	75	78	92			783
Employment	47	39	43	59	59	74	61	51	53	69			555
Transferred from EEOC*	3	0	0	0	2	19	22	3	1	12			62
Housing (Real Estate)	9	7	14	9	13	5	24	12	12	9			114
Transferred from HUD**	3	2	5	1	2	2	7	4	3	1			30
Public Accommodation	6	8	4	14	10	5	10	11	9	12			89
Credit	0	0	0	0	0	0	0	0	0	0			0
Education	1	2	4	6	1	3	1	1	4	2			25

*EEOC sends cases to ICRC pursuant of the Deferral Program. These transfers are included in the total # of EEOC complaints formalized.

**Reflects cases retrieved from Teapots. These transfers are included in the total # of HUD complaints formalized.

Inquiries by Region

This section provides a breakdown of the inquiries received by each region.

	Jan 2013	Feb 2013	Mar 2013	Apr 2013	May 2013	June 2013	July 2013	Aug 2013	Sept 2013	Oct 2013	Nov 2013	Dec 2013	Year to Date
Total Number of Inquiries by Region	303	263	288	359	342	309	342	334	312	338			3190
Region 1	32	23	26	34	35	38	48	39	42	41			358
Region 2	23	26	30	29	27	27	34	23	20	31			270
Region 3	17	23	17	18	27	31	28	26	13	19			219
Region 4	10	9	9	18	11	9	10	14	10	11			111
Region 5	135	122	131	169	158	132	133	137	131	138			1386
Region 6	25	17	19	21	33	28	31	31	24	38			267
Region 7	8	14	10	24	10	9	4	8	13	22			122
Region 8	18	8	12	18	18	12	32	19	18	11			166
Region 9	25	17	30	21	16	19	14	30	29	23			224
Unknown/Out of State	10	4	4	7	7	3	8	7	12	4			66

Region 1: Jasper, Lake, LaPorte, Newton, Porter, Pulaski and Starke

Region 2: St. Joseph, Elkhart, Marshall, Fulton, Kosciusko, Wabash, Cass and Miami

Region 3: LaGrange, Steuben, Noble, Dekalb, Whitley, Allen, Huntington, Wells and Adams

Region 4: White, Benton, Warren, Tippecanoe, Carroll, Clinton, Fountain and Montgomery

Region 5: Boone, Hamilton, Hendricks, Marion, Hancock, Morgan, Johnson and Shelby

Region 6: Howard, Grant, Blackford, Jay, Tipton, Madison, Delaware, Randolph, Henry, Wayne, Rush, Fayette, Union and Franklin

Region 7: Vermillion, Parke, Putnam, Vigo, Clay, Owen, Sullivan, Greene and Monroe

Region 8: Knox, Daviess, Martin, Lawrence, Gibson, Pike, Dubois, Orange, Crawford, Posey, Vanderburgh, Warrick, Spencer and Perry

Region 9: Brown, Bartholomew, Clark, Dearborn, Decatur, Floyd, Franklin, Harrison, Jackson, Jefferson, Jennings, Ohio, Ripley, Scott, Switzerland and Washington

Unknown: If the location of the inquiry cannot be identified or is located out of state.

Investigation

The Investigation section shows the overall age of cases currently being investigated by the agency. Cases over 100 days in Real Estate or 180 days in all other cases could be in the Legal Department pending a decision. (Aged is >100 days in Real Estate and >180 days in all other cases).

	Jan 2013	Feb 2013	Mar 2013	Apr 2013	May 2013	June 2013	July 2013	Aug 2013	Sept 2013	Oct 2013	Nov 2013	Dec 2013	Year to Date
% of Aged Cases by Area													
Employment	19%	11%	8%	5%	2%	3%	1%	.9%	2%	.8%			5%
Housing (Real Estate)	0%	6%	0%	0%	0%	0%	0%	0%	3%	0%			1%
Public Accommodation	10%	2%	9%	0%	2%	2%	0%	9%	9%	14%			6%
Credit	0%	0%	0%	0%	0%	0%	0%	0%	0%	0%			0%
Education	23%	13%	6%	11%	10%	5%	5%	9%	8%	17%			11%
Open Cases by Area													
Employment	288	291	295	317	354	404	425	451	455	476			
Housing (Real Estate)	38	35	39	44	50	35	52	61	49	48			
Public Accommodation	61	63	59	68	75	76	82	90	69	78			
Credit	0	0	0	0	0	0	0	0	0	0			
Education	20	22	25	27	28	29	29	31	32	31			

Closures

The Closure section indicates the number of cases closed and how the case was closed after a complete investigation. NPC = No Probable Cause, CWS = Closed with Settlement (Mediation Agreement), CW = Closed Withdrawal, AD = Administrative Dismissal (Lack of Jurisdiction, Failure to Cooperate/Locate), FO = Final Order.

	Jan 2013	Feb 2013	Mar 2013	Apr 2013	May 2013	June 2013	July 2013	Aug 2013	Sept 2013	Oct 2013	Nov 2013	Dec 2013	Year to Date
Number of Cases Closed	39	53	45	31	27	42	45	29	89	50			450
Employment	26	38	30	20	17	15	38	17	33	36			270
Housing (Real Estate)	12	9	6	5	7	19	2	9	23	10			102
Public Accommodation	1	6	8	4	1	6	4	3	30	1			64
Education	0	0	1	2	2	2	1	0	3	3			14
Credit	0	0	0	0	0	0	0	0	0	0			0
Type of Closure													
NPC	21	39	28	21	18	23	35	10	36	37			268
CWS	9	10	13	6	5	10	5	4	13	5			80
CW	2	3	2	2	1	4	3	2	25	1			45
AD	3	1	0	2	3	5	2	6	4	3			29
FO	4	0	2	0	0	0	0	7	11	4			28

Legal

The Legal section tracks cases receiving probable/reasonable cause, as well as provides information on active cases being handled by the Legal Department.

	Jan 2013	Feb 2013	Mar 2013	Apr 2013	May 2013	June 2013	July 2013	Aug 2013	Sept 2013	Oct 2013	Nov 2013	Dec 2013	Year to Date
Probable/Reasonable Cause Findings	1	5	6	6	3	5	4	2	5	2			39
Employment	1	5	2	0	2	1	4	1	5	1			22
Housing (Real Estate)	0	0	1	1	0	3	0	1	0	1			7
Public Accommodation	0	0	3	4	1	0	0	0	0	0			8
Education	0	0	0	1	0	1	0	0	0	0			2
Credit	0	0	0	0	0	0	0	0	0	0			0
Active Cases													
Employment	31	33	32	33	34	33	32	34	35	34			
Housing (Real Estate)	14	15	14	14	14	17	17	15	15	14			
Public Accommodation	8	8	8	8	8	8	8	8	8	7			
Education	5	5	5	5	5	5	5	5	4	4			
Credit	0	0	0	0	0	0	0	0	0	0			
Average Age of Cases since NOF*	430	429	462	439	458	456	447	461	392	458			

*NOF (Notice of Finding). This includes cases that are now pending in state court.

Probable Cause Findings for the current month

This section provides detailed information on probable cause findings.

Smith, Jamal/Jackson, S. v. Action Properties is a housing case based on disability. Complainant alleged that she was denied a reasonable accommodation.

Matthews, T. v. Napa Auto Parts is an employment case based on race. Complainant alleged that he was terminated due to his race.

Final Orders

This section provides information on cases that receive Final Orders by The Commission.

Gibson Sr., R. v. Detro Trailer Sales is an employment case based on disability. Complainant alleged that he was laid off due to his disability. The case was closed with a settlement.

Dotts, T. v. D R Poultry Sexing Service, Inc. is an employment case based on sex. Complainant alleged that she was sexually harassed and terminated. The case was closed with a settlement.

Tate, L. v. Joyce Melling is a housing case based on race, sex, and familial status. Complainant alleged that Respondent refused to rent to him due to his sex, race and because he has children under the age of 17. The case was closed with a settlement.

Johnson, L. v. Harbor Freight Tools USA, Inc. and Central Purchasing, LLC d/b/a Harbor Freight Tools is a public accommodation case based on race. Complainant alleged that he was denied equal access to Respondents services because of his race. The case was closed with settlement.

Articles of Interest:

ICRC, Allen County Bar Assoc. to host CLE Dec. 18th (October 30, 2013, ICRC Newsroom)

<http://www.in.gov/icrc/2731.htm>

HUD announces settlement with Las Vegas homeowner's association resolving claim of discrimination based on disability (October 30, 2013, HUD Newsroom)

http://portal.hud.gov/hudportal/HUD?src=/press/press_releases_media_advisories/2013/HUDNo.13-154

ICRC Commissioner to receive Distinguished Leadership Award (October 29, 2013, ICRC Newsroom)

<http://www.in.gov/icrc/2730.htm>

Toys "R" Us will pay \$35,000 to settle disability discrimination lawsuit (Oct. 29, 2013, EEOC Newsroom)

<http://www.eeoc.gov/eeoc/newsroom/release/10-29-13.cfm>

Fort Wayne chosen for initiative to promote black male achievement (Oct. 24, 2013, Journal Gazette)

<http://www.journalgazette.net/article/20131024/BLOGS01/131029689/0/SEARCH>

Dollar General stores to pay \$47,500 to settle discrimination lawsuit in Muncie, Ind. (October 23, 2013, EEOC Newsroom)

<http://www.eeoc.gov/eeoc/newsroom/release/10-23-13.cfm>

ICRC, City of Terre Haute to host ADA workshop Dec. 6th (October 21, 2013, ICRC Newsroom)

<http://www.in.gov/icrc/2729.htm>

Rights agency aims countywide (October 20, 2013, South Bend Tribune)

http://www.southbendtribune.com/news/local/article_fe7e53f0-396b-11e3-8f12-0019bb30f31a.html

Civil Rights organizations add cities and New Evidence in complaint against U.S. Bank (October 16, 2013, PR Newswire)

<http://www.prnewswire.com/news-releases/civil-rights-organizations-add-cities-and-new-evidence-to-housing-discrimination-complaint-against-us-bank-228001381.html>

Mental health study focuses on northern Indiana Latinos (October 18, 2013, News-Sentinel)

<http://www.news-sentinel.com/apps/pbcs.dll/article?AID=/20131018/NEWS/310189989/1005>

New law gives Hoosiers a chance to expunge their criminal record (October 17, 2013, Tristatehomepage.com)

http://www.tristatehomepage.com/story/new-law-gives-hoosiers-a-chance-to-expunge-their-criminal-record/d/story/5r9VrNGxZkef6oGX7d7p_g

ICRC, local groups to host 'Community Resource Night' in Muncie Oct. 24th (October 16, 2013, ICRC Newsroom)

<http://www.in.gov/icrc/2728.htm>

The Indiana state employee every woman should know (October 13, 2013, Indianapolis Star)

<http://www.indystar.com/article/20131013/LIFE/310130006/>

Freeman-Wilson: Women need to get involved in government (Oct. 12, 2013, NWI Times)

http://www.nwitimes.com/news/local/lake/schererville/freeman-wilson-women-need-to-get-involved-in-government/article_826fd419-6256-55c3-affd-fd90ab3b6f15.html

Crowd at IPFW learns how "second-chance law" could help convictions be expunged (October 11, 2013, News-Sentinel)

<http://www.news-sentinel.com/apps/pbcs.dll/article?AID=/20131011/NEWS/131019938/0/SEARCH>

Two 'Second Chance Law' forums set for Evansville on Oct. 17th (October 11, 2013, ICSSBM Newsroom)

<http://www.in.gov/icssbm/2392.htm>

Civil Rights Symposium set for Oct. 22nd in Indianapolis (October 10, 2013, United States Department of Justice)

<http://www.justice.gov/usao/ins/>

What is the Second Chance Act (October 8, 2013, Journal Gazette)

<http://www.journalgazette.net/article/20131008/LOCAL0201/310089969>

NAACP on campus still fighting for rights (October 7, 2013, The Statesman)

http://www.indianastatesman.com/features/naACP-on-campus-still-fighting-for-rights-1.3074079#.UlBwU3D_cs

23rd Annual MLK Educational Youth Summit and Statehouse Program (October 3, 2013, MLKIHC Newsroom)

<http://www.in.gov/mlkihc/2349.htm>

Our Times newspaper will honor historian, former legislator (October 2, 2013, Evansville Courier and Press)

http://www.courierpress.com/news/2013/oct/02/our-times-newspaper-will-honor-historian-former/?partner=yahoo_feeds

Former Gary Middle College principal files discrimination complaint (September 30, 2013, The Northwest Indiana Gazette)

http://northwestindianagazette.com/today/2013/09/former-gary-middle-college-principal-files-discrimination-complaint/?fb_source=pubv1

Guest Commentary: Business, entrepreneurship igniting a stronger Latino Community (September 30, 2013, NWI Times)

http://www.nwitimes.com/news/opinion/columnists/guest-commentary/guest-commentary-business-entrepreneurship-igniting-a-stronger-latino-community/article_ba2f34b5-c8d3-5587-bcc1-a16047e42c23.html